

# MINUTES

## METROPOLITAN EMPLOYEE BENEFIT BOARD

### STUDY & FORMULATING COMMITTEE

**April 14, 2014**

The Metropolitan Employee Benefit Board's Study & Formulating Committee met on Monday, April 14, 2014 at 9:00 a.m., in Room 163, Civil Service Conference Room, in the 222 Building.

Committee Members present: Chair: Michael Shmerling; Vice-Chair: Lucia Folk; Member(s): Glenn Farner, Jr. and \*Debra Grimes.

Committee Member Ivanetta Samuels was unable to be present.

Benefit Board Member(s) present: Richard Riebeling

Other(s) present: Justin Stack, Metro Human Resources, and Nicki Eke, Metro Legal Department.

Michael Shmerling called the meeting to order and welcomed Katie Selenski and David Draine, from the Pew Organization.

Michael Shmerling asked if there were any amendments, corrections or questions of the minutes from the last meeting held on March 31, 2014. With no corrections, Lucia Folk moved for approval of the minutes. Glenn Farner seconded and the minutes were approved without objection.

\*Denotes the arrival of Debra Grimes.

The Human Resources staff submitted the following for the Committee's consideration and appropriate action:

1. Review and approval of the interim final report.

Michael Shmerling suggested changing the name of the report.

The Committee discussed changing the name of and reviewed the report.

Justin Stack noted that Deloitte has provided the updated cost projections for a domestic partner benefit.

Copies of the report were distributed to the audience members for their review.

The Committee was in agreement to change the name of the report from interim final to initial report and on page 4 change interim to initial and make proposed changes to recommend proposed changes. Debra Grimes moved for approval of the Study and Formulating Committee's initial report. Glenn Farner seconded and the Committee approved without objection.

Justin Stack stated that staff will make those changes so the Committee members can sign off on the report.

2. Summary of 2011-2012 Study and Formulating Committee – review and recommendations.

Michael Shmerling stated that the actuary will be reviewing a summary of the previous Committee's recommendations.

David Shaub and Kevin Sullivan, Bryan, Pendleton, Swats & McAlister, (BPS&M), provided the Committee with a summary of proposals at the last meeting that were reviewed by the last Committee. David Shaub stated there were four areas (retiree medical benefits, service pension, employee disability and injured on duty medical benefits) discussed. He stated that no costings were done on the injury on duty proposals.



2. Summary of 2011-2012 Study and Formulating Committee – review and recommendations.  
(continued)

Kevin Sullivan stated that these costs are from two years ago and have not been updated. He stated that costs can be done for the items the Committee is interested in reviewing.

David Shaub and Kevin Sullivan reviewed the proposals, the status of the proposals and those that were recommended by that Committee. They also reviewed those that were approved by Council.

There was discussion of some of the most contentious issues and getting a comparison of Metro's plans versus public sector plans, incentivizing partners and spouses to seek coverage with their employer versus Metro's.

The Committee reviewed the final/updated cost projections for the domestic partner benefit.

Justin Stack informed the Committee that the next meeting is scheduled for April 28<sup>th</sup> at this location, however, going forward with the May meetings we will be in a different location (Howard Office Building).

It was noted that the Pew Organization will be meeting with other key departments with Metro and may be presenting to this Committee pending the outcome of those meetings.

The Committee discussed determining what areas to look at from the prior Committee's recommendations and allowing other groups the opportunity to make presentations to this Committee.

There was discussion of the next meeting, with the understanding that it may be cancelled.

At this time the Committee opened the floor to any comments from those in attendance.

Robert Weaver, Fraternal Order of Police, (FOP), addressed the Committee regarding Metro's benefits and compensation, which is not under the jurisdiction of this Committee.

Mark Naccarato, Service Employees International Union, (SEIU), addressed the Committee regarding compensation, benefits and defined contributions.

The Committee discussed having the unions make presentations at the next meeting.

There was discussion that the dynamic of the Committee has changed from what they were assigned to do and the Committee having the right to expand their task.

With nothing further presented, the meeting adjourned at 10:08 a.m.

ATTEST:

APPROVED:

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**Ms. Veronica T. Frazier, Interim Director  
Human Resources**

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**Mr. Michael Shmerling, Chair  
Study & Formulating Committee**